



Organization Empowerment Systems: the next generation in integrated planning and performance management systems

About CAMMS

CAMMS drives organizations from strategy to reality with its world leading suite of Enterprise Performance Management (EPM) and Business Intelligence (BI) solutions. Using a unique blend of strong conceptual understanding and technical expertise, CAMMS empowers companies by helping you visualize the “bigger picture” with fully integrated systems.

Customers across the world have greatly benefited from CAMMS, with many increasing efficiency of strategic reporting by up to 30% and risk monitoring and reporting by up to 49%.

For more information visit:
www.cammsgroup.com

CAMMS was recently recognized in Gartner's 2015 Cool Vendors in Risk Management¹ report.

¹Cool Vendors in Risk Management, 2015, John A. Wheeler, 02 April 2015

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Howard Dresner in 1989 is credited with utilizing business intelligence as an umbrella term to mean “concepts and methods to improve business decision making by using fact-based support systems.”

Business Intelligence (BI) has a strong role in providing information that is both timely and relevant to support management decision making.

Performance management systems on the other hand have linkages to BI but traditionally focus on aligning resources (people and otherwise) to organizational goals.

Traditionally in Local Government the performance management software focus has been on segmented applications linked to key functionalities such as finance, measurement, project management risk and human resource management, which are normally linked to specific products from one or a number of software providers.

The need for greater integration

Integration between products is often discussed in the light of moving data between systems. In reality the success of integration is not based on the transfer of raw data but rather on the integration of the conceptual frameworks from which these systems are built and the relevance of these systems to the management of the business.

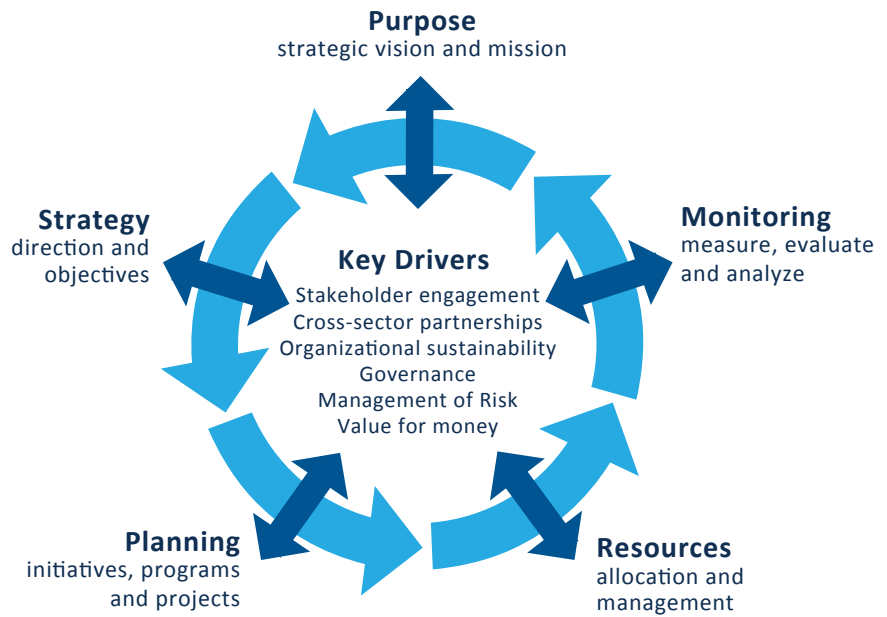
With many systems developed in isolation or brought together through company and product acquisitions and mergers, it is rare that a group of related products are indeed fully integrated from a business management, conceptual framework or operational process perspective. Many are disparate systems bolted together to form the perception of an integrated system. As a result, no amount of data integration is likely to make it work from a BI / performance management viewpoint.

A global trend identified at a recent Gartner conference in Sydney indicated that BI solutions (as opposed to transaction based systems) need to be driven primarily by business requirements rather than a “one stop shop” mentality. This reinforces the need, when selecting management tools, to start from strategic and operational business needs and then find the best fit from providers.

From our experience we believe that in many performance management systems there is a lack of connection between systems, stakeholders, the organizations and the people who work in them, resulting in organizations not achieving their maximum potential.

In the light of ongoing public sector reform and the expectations associated with it, a major change in the way we view performance management and what we need from the systems to support it is now required. The current focus on planning, reporting and measurement needs to be expanded to incorporate a more strategic approach.

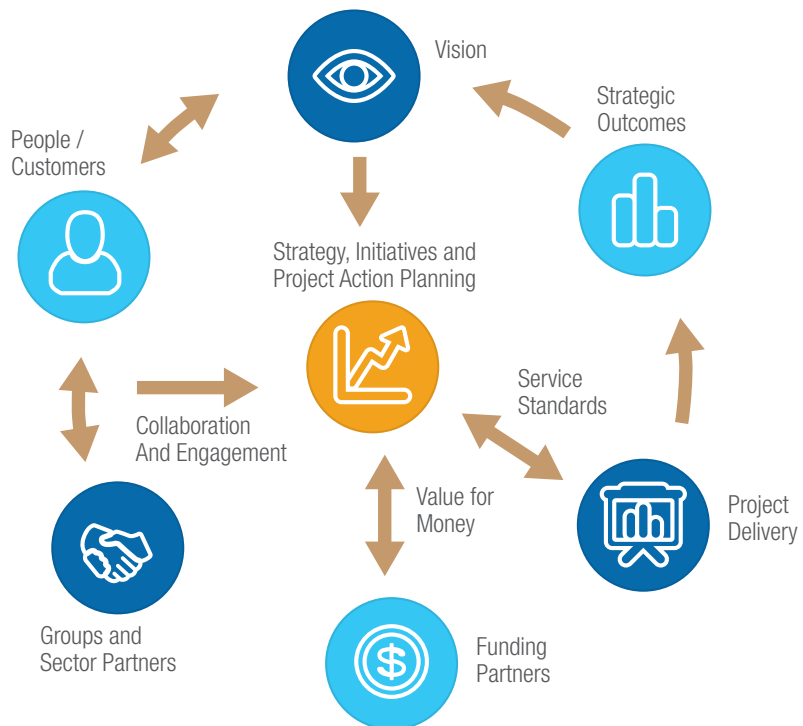
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Connecting the dots

It is proposed that future performance management systems need to be designed and conceptually reinforced to empower organizations rather than undertaking planning, measurement, reporting and monitoring in isolation. The connection of these dots is essential and will become the future benchmark.

By linking organization empowerment and performance more closely a more proactive positive culture can be developed with compounding value and savings.



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Organization Empowerment Systems

Over the last ten years, CAMMS has developed an integrated planning and performance management suite of products based on conceptual frameworks that integrate business functions and processes with performance management and BI needs. The use of the latest web based technologies has enabled integration between systems. This conceptual approach has enabled logical frameworks to be established that bring an organization and its stakeholders together and focuses them on jointly meeting corporate objectives.

CAMMS has named this approach **ORGANIZATION EMPOWERMENT SYSTEM (OES)** which is defined as

“a framework of integrated business systems that positively impacts corporate culture and empowers stakeholders to act within established controls to create ongoing organizational value.”

The primary characteristic of an OES is that it connects purpose, strategy, project/service management, monitoring, risk mitigation, talent management engagement and resource allocation cohesively in one conceptual framework that is configurable to meet changing business needs.

Other characteristics of OES include:

- 🌀 Delivery of stakeholder savings in both a strategic and operational sense
- 🌀 Positively impacting organization culture through empowerment of individuals
- 🌀 Ability to be re-configured to meet changing business needs as the system is underpinned by business logic/rules and frameworks
- 🌀 Integration of data across business functions and activities to meet specific needs and reduce duplication
- 🌀 Building stakeholder capacity to impact strategic objectives
- 🌀 Strong engagement and communication with internal and external stakeholders to ensure goal congruence
- 🌀 Incorporating drivers for review and ongoing improvement of service delivery

In conclusion

The changing dynamics of government demands a more integrated approach to performance management and BI that empower organizations to create positive change within management-guided business conceptual frameworks and rules. Future systems must create value from a strategic and operational perspective whilst empowering stakeholders to act.

CAMMS believes the development of ORGANIZATION EMPOWERMENT SYSTEMS (OES) will provide long term benefits to the industry.

Accordingly CAMMS has developed SYCLE, an OES, as part of its suite of products that will drive the changing face of government performance management into the future.



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CPM here...

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